

**GOVERNMENT OF ANDHRA PRADESH**  
**ABSTRACT**

Public Services - Factories Department - Stepping up of pay of Sri.G.Balakishore Director of Factories on par with his Junior Sri.Ch.Kishan present Joint Chief Inspector of Factories - Orders Issued.

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(LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.II) DEPARTMENT)

G.O.Rt.No.805

Dated.28-04-2011

Read the following:-

1. G.O.Ms.No.297, R&P (F.W. PRc.I) Department, Dt.25.10.1983.
2. G.O.Ms.No.182, R&P (F.W. PRc.II) Department, Dt.07.05.1984.
3. G.O.Ms.No.75, R&P (F.W. PRc.II) Department, Dt.22.02.1984.
4. G.O.Ms.No.223, R&P (F.W. PRc.II) Department, Dt.10.09.1996.
5. G.O.Ms.No.52, Finance (PC-1) Department, dated: 25.02.2010.
6. Circular Memo.No.33327-A/549/A1/PC-I/2009, Finance (PC-1) Department, dated.13.03.2010.
7. G.O.Ms.No.93, Finance (Pay Commission -II) Department, dated.03.04.2010.
8. From the DOF, Lr.No.A1/1616/2009, Dt.02.07.2010.

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O R D E R:

In the reference 8<sup>th</sup> read above, the Director of Factories has requested to step up the pay of Sri G.Bala Kishore, the then Deputy Chief Inspector of Factories and present Director of Factories with effect from 01.02.2004 on par with Sri Ch.Kishan, Joint Chief Inspector of Factories, Office of the Director of Factories, A.P, Hyderabad, the then Deputy Chief Inspector of Factories, Guntur who is junior to him in service and drawing more pay i.e., Rs.23500 w.e.f.01.02.2004 in the scale of pay of Rs.13390 – 28500 attached to the post of Deputy Chief Inspector of Factories in RPS, 2005.

2. On verification, it is observed that Sri G.Bala Kishore, Director of Factories is drawing less pay Rs.22800/- than the pay of his junior Sri Ch.Kishan, the then Deputy Chief Inspector of Factories i.e., Rs.23500/- w.e.f.01.02.2004 in RPS, 2005. The anomaly has arisen due to application of Automatic Scheme in the Revised Pay Scales 1998.

3. In the present case, Sri G.Bala Kishore, Director of Factories, got promotion as Deputy Chief Inspector of Factories on 20.11.2000 without availing the benefit of Special Promotion post – I. Whereas, Sri Ch.Kishan, Joint Chief Inspector of Factories got promotion as Deputy Chief Inspector of Factories on 25.06.2003 after availing the benefit of Special Promotion post – I in the feeder category i.e., Inspector of Factories and his pay has been fixed accordingly. Consequently the pay of Sri Ch. Kishan, as Deputy Chief Inspector of Factories was more than that of Sri G.Bala Kishore as Deputy Chief Inspector of Factories, who is senior to Sri Ch. Kishan as on 01.02.2004.

4. In the reference 1<sup>st</sup> to 4<sup>th</sup> read above, the Government have issued orders for rectification of the anomaly by way of stepping up of pay on par with the junior from time to time. In the reference 5<sup>th</sup> to 7<sup>th</sup> read above, Government have issued guidelines in the revised pay scales 2010 on stepping up of pay senior on par with his junior.

5. In the case of employees who were drawing less pay than their juniors as on 01.07.2008 in the existing scales, their pay should be stepped up and brought on par with juniors in the existing scales, in the first instance, subject to fulfillment of the following conditions :

- a) Both the senior and junior should have been drawing pay in an identical pay scale in the existing scales of pay;
- b) The senior as well as the junior should be promoted to the same category of post carrying the same scale of pay;

- c) The pay of the junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post;
- d) The anomaly should have been arisen directly as a result of the fixation of pay in the existing scales under automatic advancement scheme.

6. In view of the above, the pay of Sri G.Bala Kishore, Director of Factories is stepped up and fixed at Rs.23,500/- with effect from 01.02.2004 on par with his junior, viz Sri Ch.Kishan, Joint Chief Inspector of Factories, in the scale of pay of Rs.13390 – 28500 attached to the post of Deputy Chief Inspector of Factories in RPS, 2005 and monitory benefit is allowed from 01.04.2005.

7. Subsequently, his annual grade increments are sanctioned periodically as follows:

Sl.No	Date of increment	Pay	Amount of increment	Future Pay	Scale of Pay
1	2	3	4	5	6
1	01.02.2005	23500/-	700/-	24200/-	13390-28500
2	01.02.2006	24200/-	700/-	24900/-	13390-28500
3	01.02.2007	24900/-	700/-	25600/-	13390-28500
4	01.02.2008	25600/-	700/-	26300/-	13390-28500

8. Further Sri G.Bala Kishore, the then Deputy Chief Inspector of Factories has been promoted as Joint Chief Inspector of Factories w.e.f.4.08.2008 and the officer has exercised option for fixation of pay under FR 22(B) with effect from the date of his increment i.e., 01.02.2009 in the lower category i.e., Deputy Chief Inspector of Factories.

9. Accordingly, pay of Sri G.Bala Kishore, Joint Chief Inspector of Factories is fixed at Rs.27,000/- with effect from 04.08.2008 under FR 22(a) (i) in the scale of pay of Rs.18025-30765 attached to the post of Joint Chief Inspector of Factories. Further his pay is fixed under FR 22(B) with effect from 01.02.2009 at Rs. 28500/- in the scale of pay of Rs.18025-30765 attached to the post of Joint Chief Inspector of Factories in the Revised Pay Scale, 2005.

10. As per orders issued in the reference 6<sup>th</sup> cited, the pay of senior shall be stepped up on par with his junior in the Revised pay scales, 2005 in the first instance and then only the pay shall be fixed in Revised pay scales, 2010 as per the option exercised by the individual

11. Basing on the option exercised by Sri.G.Bala Kishore the then Deputy Chief Inspector of Factories in the reference 8<sup>th</sup> cited, and keeping in view of the instructions issued by the Government in the references 5<sup>th</sup> to 7<sup>th</sup> cited, the pay of the individual is fixed as follows:

Pay as on 01-07-2008	Rs. 26,300-00
D.A. as on 01-07-2008 @ 42.39%	Rs. 11,148.57
39% of Fitment Benefit	Rs. 10257.00
Total:	Rs. 47,705.57
(Rounded to Rs. 47706/-)	

12. The Pay of the individual is fixed at Rs.48160 /- with effect from 01-07-2008 in the scale of pay of Rs.23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-49360 attached to the post of Deputy Chief Inspector of Factories in the Revised Pay Scales, 2010 as detailed in the statement appended to this order.

13. Further Sri. G.Bala Kishore, the then Deputy Chief Inspector of Factories has been promoted as Joint Chief Inspector of Factories w.e.f.04.08.2008 and the officer has exercised option for fixation of pay under FR 22(B) with effect from his date of

increment i.e., 01.02.2009 in the lower category i.e., Deputy Chief Inspector of Factories.

14. Accordingly, pay of Sri.G.Bala Kishore, Joint Chief Inspector of Factories fixed at Rs.49,360/- with effect from 04.08.2008 under FR 22(a) (i) in the scale of pay of Rs.31,550-53,060 attached to the post of Joint Chief Inspector of Factories. Further his pay fixed under FR 22(B) with effect from 01.02.2009 at Rs.51,760/- in the scale of pay of Rs.31,550-53,060 attached to the post of Joint Chief Inspector of Factories in the Revised pay scales, 2010.

The subsequent annual grade increments are regulated as follows:-

Date of increment	Scale of Pay	Present Pay	Amount of increment	Future Pay
1	2	3	4	5
01-02-2010	Rs.31,550-53,060	Rs.51,760/-	1300/-	Rs.53,060/-

15. The Monetary benefit of above pay fixation is allowed as follows in terms of the orders issued in the references 5<sup>th</sup> to 7<sup>th</sup> cited:-

- (1) From 01-07-2008 to 31-01-2010 (the benefit is notional)
- (2) From 01-02-2010 to 28-02-2010 (to be credited to the G.P.F. account of the individual)
- (3) From 01-03-2010 onwards, the pay fixation arrears shall be paid in cash.

16. The individual is informed that if any excess payment is noticed due to erroneous pay fixation, the same will be recovered, from his pay without any notice.

17. The Director of Factories is requested to take necessary action accordingly.

18. This orders issued with the concurrence of Finance (PC-II) Department, vide their U.O.Note.No.04285/29/PC-II/2011, Dt.8.3.2011.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

D.SREENIVASULU  
SECRETARY TO GOVERNMENT

To

The Director of Factories, A.P., Hyderabad. (w.e)

Sri.G.Bala Kishore through the Director of Factories, A.P, Hyderabad (w.e)

Copy to:

The Accountant General, A.P., Hyderabad. (w.e)

The PA to Joint Secretary, LET & F Department. (w.e)

// FORWARDED :: BY ORDER //

SECTION OFFICER